



ANNUAL REPORT 2017-2018

**SEEDS4SUCCESS
MERE YOUTH CENTRE
THE RECREATION GROUND
QUEENS ROAD
MERE
BA12 6EP**

**WWW.SEEDS4SUCCESS.ORG.UK
REGISTERED CHARITY NO.1151541**

FOREWORD

Young people are the heart of Seeds4Success. They are who the charity exists to support, and they are the people who ensure the charity continues to exist. From our initial inception young people have been involved in the design and naming of 'Seeds4Success', its logo and website, the planning and delivery of projects as well as actively fundraising for the charity. They have assisted with staff recruitment and supported the board of trustees through the youth committee and young leaders programme. Empowering young people to take responsibility for the local services and opportunities available to them is the driving force behind Seeds4Success. Witnessing them grow, develop and have a real sense of ownership of the charity motivates and energises me to remain determined and committed to ensuring Seeds4Success has a secure and stable future. Young people value the charity and all that it offers to them. They tell us this and they work hard to uphold and grow our positive reputation within the local community.

Jaki Farrell, Service Manager



“working with Seeds4Success through my teenage years has genuinely changed my life. Through this I have developed my people skills, made lifelong friends and been able to access numerous opportunities such as residential experiences, training and leadership qualifications, which I would have missed out on otherwise. Being able to use my leisure credits towards driving lessons, without which I may not have been able to afford them as easily, helped me to pass my test much quicker. This in turn has allowed me to gain part time employment, develop my freedom and confidence, which have prepared me for University”

CONTENTS

INTRODUCTION	4
CHAIR'S REPORT	5
OUR ACTIVITIES & ACHIEVEMENTS	6
Summary	
Open Access Youth Work:	6
- Health and Wellbeing	
- Wilton Junior Youth Club	
- Project Night	
- Mere Drop-in	
Social Action Projects:	9
- Leisure Credits	
- National Citizen Service	
Targeted support programmes	11
- Building Bridges	
- The Salamander Project	
SEND programmes	12
- The Bridging Project	
Young Leaders training programme	14
- Young leaders	
- Junior youth club	
OUR PLANS FOR NEXT YEAR	15
FUNDING	16
GOVERNANCE	18
Trustees	
Staff	
Volunteers	
STRUCTURE	20
ACCOUNTS	21
ACKNOWLEDGEMENTS	22

INTRODUCTION

Seeds4Success is a youth work charity based in Mere, which provides co-ordinated developmental youth work opportunities to young people living in South West Wiltshire. Established in 2012, the charity has developed and grown significantly following the closure of Wiltshire Council Funded Youth Centres in 2014. We deliver a wide range of opportunities for young people throughout the week as well as targeted 1:1 support to individuals who are Not in Education, Employment or Training (NEET) or who are at risk of becoming NEET.

95% of the young people we engage with are from low socio-economic backgrounds, are rurally isolated, have additional needs, or are participating in risk-taking or anti-social behaviours. Seeds4Success works with local partners to identify the most vulnerable and hard to reach young people in our community who are often not accessing any services, enabling them to develop skills and resilience to engage positively in structured activities, preventing them from disengaging with, or coming into conflict with, mainstream society.

We provide transport to all our sessions, enabling young people living in rural isolation to access our services. The underlying ethos of what we deliver is to empower young people to be active and responsible citizens, caring about themselves, others and their surroundings by providing them with a range of opportunities to meet their peers, learn about and discuss issues affecting their lives, gain experiences and qualifications that support their personal and social development in a safe, accessible and welcoming environment.

Our Mission

“To support the personal development of young people through the delivery of training and practical volunteering opportunities”

Our Charitable Aims and Objects:

To act as a resource for young people aged 5 to 25 years living in Wiltshire and the surrounding counties by providing advice and assistance and organising programmes of physical, educational and other activities by means of:

- a) Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) Advancing education;
- c) Relieving unemployment;
- d) Providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;
- e) Conserving and enhancing their natural environment

CHAIR'S REPORT

Our 4th full year as an independent registered charity has again been incredibly successful. We have built on and sustained the growth of previous years and have devised a weekly offer of positive activities for a range of young people, across the local area, including those who are vulnerable and disadvantaged. As the foreword to this report identifies, young people are at the heart of Seeds4Success and continue to be fully engaged at all levels of everything we do. We continue to offer activities each weekday evening, every other weekend and through the school holidays.

There are a number of stand-out achievements for me this year, including the number of young people currently accessing the 'drop-in' sessions in Mere on Friday evenings. Providing access for all, and sessions offering early intervention are key, if we are to provide young people with the skills and resilience they need to succeed in life. The success we've witnessed in supporting young people to move into education or employment through tailored personal support demonstrates the need, some young people have, for a little bit of extra help. Engaging young people with special educational needs is an area of our work that I am particularly proud of. It's no surprise to learn that all of these young people report an increase in social skills or making new friends. As a life-long advocate for the benefits of volunteering, the number of hours given by young people to enhance their local community is astounding. Supporting young people to become charity trustees has been another highlight. They have brought the reality of what we deliver, and its' impact, to the board. This year has seen an increase in support and donations from local individuals and organisations as well as a diversification in grant and trust funding.

This coming year the key areas for us to focus on include, further increasing our presence and notoriety locally, reaching and supporting more young people who are not in education, employment or training and those with special educational needs or disabilities. We plan to devise improved methods for evaluating our work and measuring our impact, increase our long-term financial security and to recruit trustees and advisors with specific skills to support us as we continue to grow.

Jaki and the team continue to work exceptionally hard to ensure Seeds4success achieves its objectives and has a sustainable future. The work of the charity is enhanced through the valuable donation of time that our regular volunteers give. 8 individuals have supported our work through helping deliver youth work, fundraising and strategic support. Some of these volunteers were once young people, benefitting from the opportunities Seeds4Success offers.

We are backed by a team of committed trustees and advisors who have developed defined roles to streamline and allocate responsibility for the management of the charity. The achievements of Seeds4Success in the past year would not have been possible without the support of a number of local partners, funders and members of the local community.

Finally, I'd like to take the opportunity to thank the young people that have taken part in all of the projects we have offered and for the support they continue to give to the charity. They are the best advocates for our work.

Jon Rich, Chair of Trustees

OUR ACTIVITY AND ACHIEVEMENTS

Summary

This year has been incredibly positive for Seeds4Success both in terms of its impact on young people and its growth and development as a charity. **202** children and young people have engaged in a range of **developmental youth work opportunities** and our dedicated team of staff and volunteers have delivered **359 sessions** of **youth work activity** seeing a total of **4754 attendances** as well as providing additional support to the more vulnerable or hard to reach young people through **170 hours** of **1:1 support**. **3** of our **young leaders** have been **empowered** to take on the **additional responsibility** of becoming **trustees**. **35 young people** have achieved **awards** or **qualifications** and **12 young people** have been **supported** to **access Education, Employment** or **Training**. The launch of our **'Friends of Seeds4Success'** fundraising campaign produced a great response from the local community **raising £6105.38** in **unrestricted income**. Feedback from young people, parents and carers has really highlighted the difference we have made to individual young people's lives.

"You gave her an opportunity we never thought was possible as this time last year we had to be with her 24/7 due to her medical condition....she felt very isolated and her confidence was so low but after all your activities and meeting new people we have noticed a great change in confidence; she's enjoying being a teenager again" Parent

Open Access Youth Work

Seeds4Success deliver a range of programmes and positive activities for young people aged 12 – 18 living in South West Wiltshire. These sessions are usually the first point of contact for a large number of the young people we work with and we provide transport to enable young people living in rurally isolated locations to access these initiatives. Although these sessions are open to all young people, 95% of those we engage with are from low socio-economic backgrounds, are rurally isolated, have additional needs, or are participating in risk-taking or anti-social behaviours.

- **157 individual young people recording 2851 attendances at 'open access' sessions**
- **91% of young people report that they are satisfied with the provision and feel welcome, safe and respected by staff**
- **56% of young people access further opportunities through Seeds4Success**

Health and Wellbeing Project

We run a weekly health and wellbeing session at the Nadder Centre in Tisbury where young people can take part in different physical activities including team sports, roller-skating, fitness and swimming at the outdoor pool during the summer. There is also the option to use the gym each week and **17 young people have received an induction to the fitness suite this year.** Healthy cooking is also part of the programme each month. The sessions are open to all young people in school year 7 and above and the emphasis is on taking part, being active and trying something new. Young people tell us that the sessions are really enjoyable and **75% of those involved say they have increased their physical activity levels and their self-esteem and confidence have improved.**



"I've been able to access the gym on a regular basis and increase my physical activity. My mum doesn't drive so without the Monday Night Project I wouldn't be able to do this"

Wilton Junior Youth Club



We run a weekly youth club for young people in years 6, 7 & 8 at Wilton Youth Centre. There is a programme of activities which enable young people to socialise and develop new skills. **32 young people** in school year 6, 7 or 8 attended these sessions during the past year. **100%** of young people reported that they **feel safe** at sessions and **94%** reported that they have **made new friends** or **improved their social skills**

“The activities are good and it teaches us new skills”

“The youth workers are friendly and I feel safe”



Project Night

We deliver a weekly 'project' focused youth work session for young people in school years 8 or over at Wilton Youth Centre. This session has benefitted **20** different **young people** over the past year and **81 %** of young people reported that they have **increased** their **practical, creative** or **independence skills**. Young people have used their newly acquired practical and creative skills to grow produce or make items



“I've learnt how to do woodwork and make bird boxes and I've just started making a hedgehog house. I've also painted glass jars and made raised planters for herbs and vegetables from old planters. We cooked and ate some of the things we grew. I like working in a small group on these projects.”

Mere Open Access Drop-In



We provide a weekly Friday night 'Drop In' session for young people aged 11 – 18 providing them with a **safe and welcoming** space, staffed by youth workers, enabling them to meet with peers, make new friends and take part in **positive activities**. In September, following the success of the monthly 'peer led' junior youth club sessions we had an increase in younger participants, so we increased the opening times to accommodate 2 different age groups. The 'drop in' sessions have benefitted **112 different young people**, **69%** of whom have **gained knowledge** about and subsequently taken up other **personal development opportunities** offered through Seeds4Success.

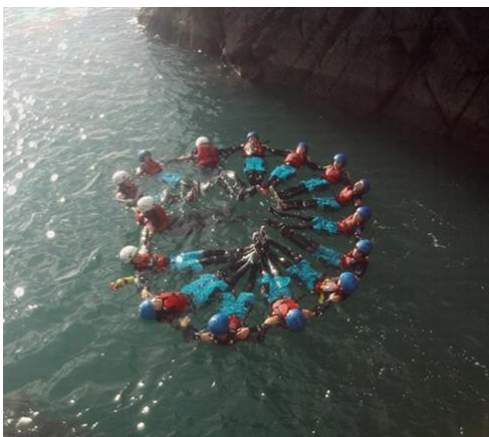
'Seeds4Success has helped me mature so much. I used to mess about at school and around town and was not interested in getting good grades. Youth workers spoke to me and gave me a chance to improve my behaviour. I started helping with the junior sessions and now I'm part of the young leaders' programme. I'm focused on getting good grades at school, I know what job I'd like to do and I'm a lot more responsible'

Social Action Programmes

Social Action, developing responsible citizens and enabling community volunteering opportunities are key elements of Seeds4Success Youth Work practice. We deliver 2 specific social action projects; Leisure Credits and National Citizen Service but the ethos of personal development through practical activity and volunteering is integral to all that we do. Through engaging in Social Action initiatives, young people enhance their key skills in areas such as communication, co-operation, team work and leadership, they gain knowledge about the needs of the local community, helping to address some of these, as well as developing their confidence, personal and social skills.

Leisure Credits Scheme

'Leisure Credits' enables young people to become **engaged in their community**, through **volunteering**, whilst also earning **rewards for their hard work**. Working in partnership with many different local groups and organisations, including Wiltshire Rights of Way, South West Wiltshire Ramblers, footpath groups, Cranborne Chase Area of Outstanding Natural Beauty, land owners and parish councils we identify jobs which enhance or conserve the natural environment or improve access to the countryside. Sessions runs alternate Saturdays as well as 2 days a week during the school holidays.



Young people **earn 'credits'** based on how hard they work during a session, which they can later use on **developmental reward opportunities**. Some may choose to spend their credits on **new experiences** such as a going to the cinema, waterpark, snowdome, theme park or a residential opportunity. Others may save their credits to **help with the cost of training**, such as **driving lessons** or a **CBT** (motorbike test).

- 45 days of community volunteering opportunities provided
- 52 young people engaged in practical conservation tasks
- 77% of young people recording an increase in practical skills
- 89% of young people recording an increase in groupwork skills



'It feels great knowing you are helping the community'



- 15 young people gained ASDAN Environmental awards
- 4 young people achieved LANTRA Brushcutter operator qualifications
- 2849 hours of volunteering by young people through 'Leisure Credits'

'They really did an excellent job and made a big difference. They should be extremely proud of their efforts and skills' Local Parish Council

National Citizen Service (NCS)

NCS is a government backed social action project for young people in school years 11 & 12. Seeds4Success delivered one team based in Mere in partnership with Youth Action Wiltshire. The project ran during the summer engaging young people in a **team building residential**, a **skill development residential** and the **planning and delivery of a project to benefit the community**.

Our team of **13 young people** from various locations across South West Wiltshire, was made up of individuals who would not access the project through mainstream recruitment as well as young people with a range of needs with whom we are already working. They all participated fully in the programme and as a team delivered projects to **benefit younger children** and **older residents** locally



- 13 young people gained a First Aid Qualification
- 13 young people completed ASDAN Leadership Awards
- 11 young people gained Level 2 Certificate in Food Safety



Young people engaged in NCS not only made a **significant difference** in the **local community**, they also helped themselves by **gaining** a variety of **new skills** and **qualifications** and enhancing their CV's. **6 members** of the NCS team had been identified by other agencies as being '**at risk**' of becoming **NEET**, yet **100%** of the team were **engaged** in **Education, Employment** or **Training** within 3 months of completing the project.

'So much is heard nowadays to the detriment of the young, that I felt things should be redressed and the thoughtful things they do, and their time given up for others should be brought to light' elderly resident

'I enjoyed NCS because I met new friends and faced my fears and learned new skills. I am now more confident in lots of things I do'

Targeted support programmes

Identifying those young people who need some additional support and delivering a combination of 1:1 support and group work sessions for these individuals, is another significant aspect of our work. Seeds4Success work with key partners such as schools, colleges, social care and targeted youth support services to identify young people aged 11 – 19 (up to 25 if they have additional needs) who they feel are 'at risk' of becoming 'Not in Education, Employment or Training' (NEET) or becoming involved 'anti-social' or 'risk taking behaviour'.

Building Bridges

The Building Bridges programme supports people across Swindon and Wiltshire who are facing significant challenges in being able to develop their skills, access education or move towards the world of work. The programme is a partnership of organisations who are experts at supporting people and giving them the skills and confidence, they need to move forward. Seeds4Success is a partner in this programme which is funded by the European Social Fund and the Big Lottery Fund.

'Seeds4Success has helped me gain life skills and self-esteem, giving me the confidence to fight for where I want to get in life'



Through 'Building Bridges', Seeds4Success have worked with **18 young people** aged 15 – 19 years old who were 'at risk' of becoming or who are already **NEET**. We have **supported** them on a **1:1** basis to develop a **personalised action plan**, including **CV writing, job search**, setting up **work experience, college visits** and **interviews** and through **group based skill development, training** and **volunteering** sessions.

- 10 young people NEET or at risk of becoming NEET gained qualifications
- 100% of young people leaving the programme moved into full or part time work or education



The Salamander Project



Salamander is a 5-day project delivered by Wiltshire and Dorset Fire and Rescue Service aimed at providing young people with experiences that will help them to learn new **life skills** and **gain confidence**. Through the Local Youth Network, it was agreed that South West Wiltshire Area Board would fund a course for local young people aged 12-15 and youth workers from Seeds4Success would identify those who would most benefit from the programme and support them to attend.

- 13 young people engaged in and completed a programme of fire safety training and personal development, gaining AQA Certified Fire Service Training Programme Awards



Special Educational Needs & Disabilities (SEND) programmes

Life in rural South West Wiltshire presents problems for many young people; limited facilities, services and transport links and no secondary schools. For young people with additional needs this magnifies their isolation, impacts on their ability to participate in after school activities and clubs and makes it difficult to meet up with friends in their leisure time, impacting negatively on their self-confidence and emotional well-being.

Seeds4success delivers a weekly youth club session, targeted at young people with SEND as well as supporting these young people to access other opportunities delivered by Seeds4Success.

The Bridging Project

The bridging Project is a weekly youth club session aimed at young people with Special Educational Needs & Disabilities and young people who are facing other significant barriers to participation. Young people attending the session are also supported by peer leaders who enable them to integrate into other activities delivered by the charity once they feel confident to do so.

Young people are involved in programme planning with the staff and volunteers, ensure there is a range of activities available on a weekly basis, which focus on developing practical, social and independence skills. These have included bike maintenance, cooking, arts, crafts, sports and woodwork.



“Coming to youth club has helped me gain skills to get a job and prepare me for college later this year. Also, I have made a lot of friends and I have also got a lot of people to talk to about life as it gets hard at times. I got bullied at school due to being autistic and people not understanding me so it made it very hard for me to make friends”

- 23 Young people aged 12+ with SEND engaged in positive activities
- 80% young people with SEND who engage in the Bridging Project, report an increase in self- confidence
- 90% of young people with SEND engaged in the ‘Bridging Project’ actively participated in other projects delivered by Seeds4Success
- 100% young people with SEND report an increase in social skills or making new friends

Young Leaders training programme

Many of Seeds4Success' projects rely on the support of young leaders, a group of young people who have been consistently engaged in the work of Seeds4Success, have demonstrated good levels of maturity and responsibility and who have been invited to take on a leadership role or take an active role in the running of the charity. These young people participate in leadership training to support this role, or have become young leaders, following their graduation from NCS. They also take part in safeguarding training and learn about health and safety in youth work activities.

- **14 trained young leaders taking an active role in the delivery of junior youth clubs across South West Wiltshire**
- **12 monthly junior youth club sessions for children aged 9-11, planned and delivered by young leaders**
- **3 young leaders taking responsibility for the updating of social media for the charity**

Peer Led Junior Youth Club

As part of the young leaders programme the team plan and deliver a monthly Junior Youth Club session, for those in school years 5, 6 & 7. This year these sessions have involved activities such as a nature trail, a focused session on internet and social media safety, team building games, cooking, sports and games, arts and crafts, movie nights and a night walk. The sessions are popular, parents and juniors tell us they have enjoyed them. We have seen a number of juniors' progress on to our other projects once they reach school year 7.



- **22 children aged 9 – 12 took part in junior youth club sessions**
- **10 young leaders completed safeguarding training**
- **350 young volunteer hours committed to the planning and delivery of junior youth club sessions**



“Coming to junior youth club helped me make friends with people from other schools, which was really good when I went to secondary school as I knew more people. It also helped to know some of the young leaders as I was more confident to try the new sessions”



Youth Committee

Young leaders are also involved in the Seeds4Success Youth Committee, who aid with the development of the charity by sharing their ideas and opinions with trustees at full committee meetings, supporting with fundraising activities, funding applications and keeping our website and social media pages updated. Representatives from the Seeds4Success Youth Committee also take an active role in the South West Wiltshire Local Youth Network, a youth forum run by South West Wiltshire which help to assess local grant applications and discuss and develop new project ideas for local young people

- **5 young leaders engaged in the Local Youth Network**
- **£1303.09 raised by young people through fundraising, sale of items etc**

OUR PLANS FOR NEXT YEAR

We look forward to our next year with excitement as we hope to benefit more young people through our wide range of projects which we know are having a positive impact locally.

We plan to update our website and make it more attractive, informative and user friendly, as well as making it easier for young people, volunteers' staff to keep updated, linking it in which our Social Media platforms to provide more co-ordinated publicity and communication.

We hope to increase our reach to young people with additional needs through some new part-time key worker roles focusing on those who are not in education, employment and training (NEET) or who those who have special educational needs or disabilities (SEND). Through building positive relationships with these young people, we hope to enable them to access developmental opportunities through Seeds4Success and other local services to meet their needs.

We plan to continue to develop our relationships with the wider community across south west Wiltshire through a range of social action projects with young people. By raising the

profile of the charity and increasing awareness of the positive contribution young people make to the local community we hope that Seeds4Success and all the young people associated with us continue to be recognised locally.

We aim to increase the membership of our board of trustees, identifying skills gaps in our existing board and encouraging new members, in particular young people. We hope to work with our team of young leaders to develop a Theory of Change for the charity and ensure that their views and opinions are truly embedded in the heart of the charity. We plan to access training for trustees to increase their knowledge and skills in charity governance, creating a more sustainable and confident management body.

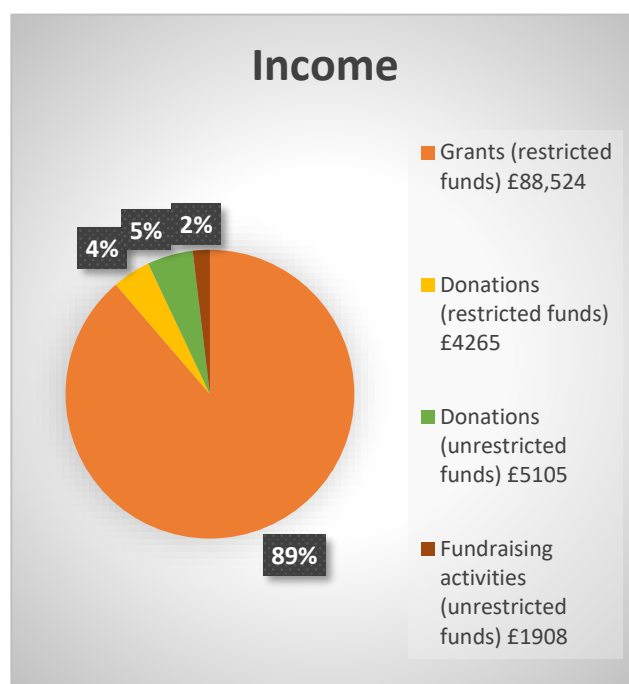
We plan to continue to look for ways to increase the financial security of the charity through increasing funding for core costs. We continue to look for new partnerships locally which enhance our work and support our growth appropriately.

FUNDING

In 2017-2018 we saw a 40% increase in our income for our core charitable activities. This included a 46% rise in income from donations and fundraising activities. The range of grants we have received has been incredibly varied with grants covering whole pieces of work and others going towards the charity's core cost. The largest grant was for just over £20,000 and the smallest was £200, however all these grants and donations, whatever their size make a significant contribution to the running of the charity and its future sustainability.

We are fortunate to have some key funders who have provided multi-year grants which have contributed to our core costs and youth work delivery. The Blaggrave Trust and Wilton Middle School Education Trust have confirmed they will continue to fund our work into the new financial year. We have also received support from some very local charitable trusts such as the Ernest & Marjorie Fudge Trust, Mere Forest & Allotment Charity's and the Alice Coombes Trust, all of whom have made financial contributions to the building or transport running costs. A partnership with Mere and District Link Scheme has seen them provide financial support toward the transportation of young people from outlying villages to enable them to access our services.

We continue to be an active partner in the 'Building Bridges' programme, which is funded by The Big Lottery Fund and the European Social Fund. The programme supports people



across Swindon and Wiltshire who are facing significant challenges in being able to develop their skills, access education or move towards the world of work. Seeds4Success provides targeted support to young people in South West Wiltshire through this partnership and this work is funded until September 2019.

We are also engaged in other partnership projects; National Citizen Service (NCS), through a Service Level agreement with Youth Action Wiltshire and the delivery of a 'Bridging Project' for young people with SEND which is commissioned through Wiltshire Council. NCS was part funded by a grant from the NCS Trust and we also received a grant from South West Wiltshire Community Area Board for the pre-engagement and accreditation elements which enhance the young persons experience and outcomes on this project.

We have been successful with some project specific funding applications over the past year as well as receiving confirmation of other grants for the coming year. Wiltshire Community Foundation manage a number of grants programmes and we have received funding through the Youth Social Action Fund (#IWill) and our 'main grants' application for 3-year core cost funding has been approved for the new financial year. Our successful application to The Big Lottery Fund Awards4All Programme for our weekend Leisure Credits Programme next year has been paid into this financial year and we have recently received notification that our Children in Need application was successful, which will provide 3year funding for work with young people with Special Educational Needs and Disabilities for the next 3 years.

The launch of a 'Friends of Seeds4Success' fundraising campaign towards the end of 2017 saw a significant increase in the number of private donations we received. There were also local fundraising events held by residents and community groups on behalf of Seeds4Success, which added greatly to the charity's income. Together these donations brought in £6526.24 of unrestricted income for the charity which will enable us to maintain an unrestricted reserves balance of between 4 and 6 months running costs, in line with our policy. This support from local individuals and organisations is something we aim to build on going forward as these contributions are key to creating a secure and sustainable charity.

Fundraising by young people themselves also makes a valuable contribution to the charity's income. They have carried out 'bag packing' at Morrisons Supermarket in Warminster, made wooden items which have raised money at local stalls, helped with local community events receiving donations for this and have also supported the charity by writing letters and applications.

The overall picture of funding for Seeds4Success as we enter the financial year 2018-19 looks very promising. We have 85% of our funding secured and we are very hopeful that other applications and offers will be successful. The next stage for us financially is to increase our income to enable the organisation to employ a second full time member of staff to support the work of the service manager and to enable a greater number of funding applications to be submitted to national grant making trusts.

GOVERNANCE

Seeds4Success is a Charity, registered with the Charity Commission for England and Wales, registration number 1151541. The charity is governed by our constitution which was adopted in July 2012 and outlines the charities objects and the powers of the trustees. The Board of Trustees oversee the management of the charity and its assets, supported when required, by advisors from other local bodies. Advisors to the board of trustees during this time include Steve Crawley Head of Youth Action Wiltshire, Brett Norris from Mere Town Council, Cllr Bridget Wayman and young people from the Youth Committee.

Seeds4Success has utilised the services of specialists to support specific areas of development, for example Destination Training continue to provide professional advice and support on Health and Safety for the Charity.

Trustees:

Jon Rich (Chair and lead for Volunteers)
David Lacey (Vice Chair)
Andy Noble (Safeguarding and HR Lead)
Barbara Thomas (Treasurer)
Emily Kelly
Georgia Allen
Sarah Reed

The board of trustees have met quarterly throughout the year. The charity continues to seek additional trustees who are able to bring key skills and take on identified roles on the board. All Trustees complete safeguarding training and have current Disclosure and Barring Service (DBS) clearance.

Staff Team:

The Seeds4Success staff team is led by full-time employee and Service Manager Jaki Farrell. Jaki is responsible for the day to day running of the charity, the recruitment, supervision and management of staff and volunteers, overseeing and managing the charities finances including fundraising and report writing, the development of policies and procedures, as well as leading on youth work delivery and 1:1 support to specific young people.

Seeds4Success has an experienced and committed part time staff team who support the charity's work. All staff are DBS cleared and are required to complete an induction including Safeguarding Training. Staff are supported to access other specific training opportunities to enhance their skills and improve the quality of our delivery.

The youth work staff team is made up of 1 key worker, Karen Johnson, and 6 part time youth workers, Gavin Sheen, Josh Howell, Maaike Pope, Rob Haynes, Rose Salmi-Wright and Tony Nye, whose hours equate to a full-time worker. The team all have substantial experience of working with young people in formal and informal settings and a number of them have been consistent members of the team since the charity first began employing staff in October 2014. These workers directly deliver of the youth work sessions throughout the week, across South West Wiltshire, supporting with transport to enable young people to access programmes when required.

The charity employs a part time (8 hours a week) Finance and Administration Officer, Joanna Lowndes. Jo supports the Service Manager by overseeing the charity's financial matters, managing the payroll, preparing evidence for funding reports, recording financial transactions as well as other administrative roles such as data recording and office management.

Volunteers:

Seeds4Success is fortunate also to have a team of regular volunteers who support the delivery of our youth work sessions. These individuals commit a significant amount of their time to help Seeds4Success and the young people engaged in our projects and bring a huge range of skills, experience and an abundance of energy to enhance our offer to young people. Chris Brantingham and Nigel Lloyd have been regular and consistent volunteers at the weekly Bridging Project throughout the year along with Emily Kelly, a young leader who has provided valuable support to this project during this period. Georgia Allen, another young leaders programme graduate, has regularly volunteered at the Junior Youth Club in Wilton as well as assisting with Leisure Credits development and reward activities.

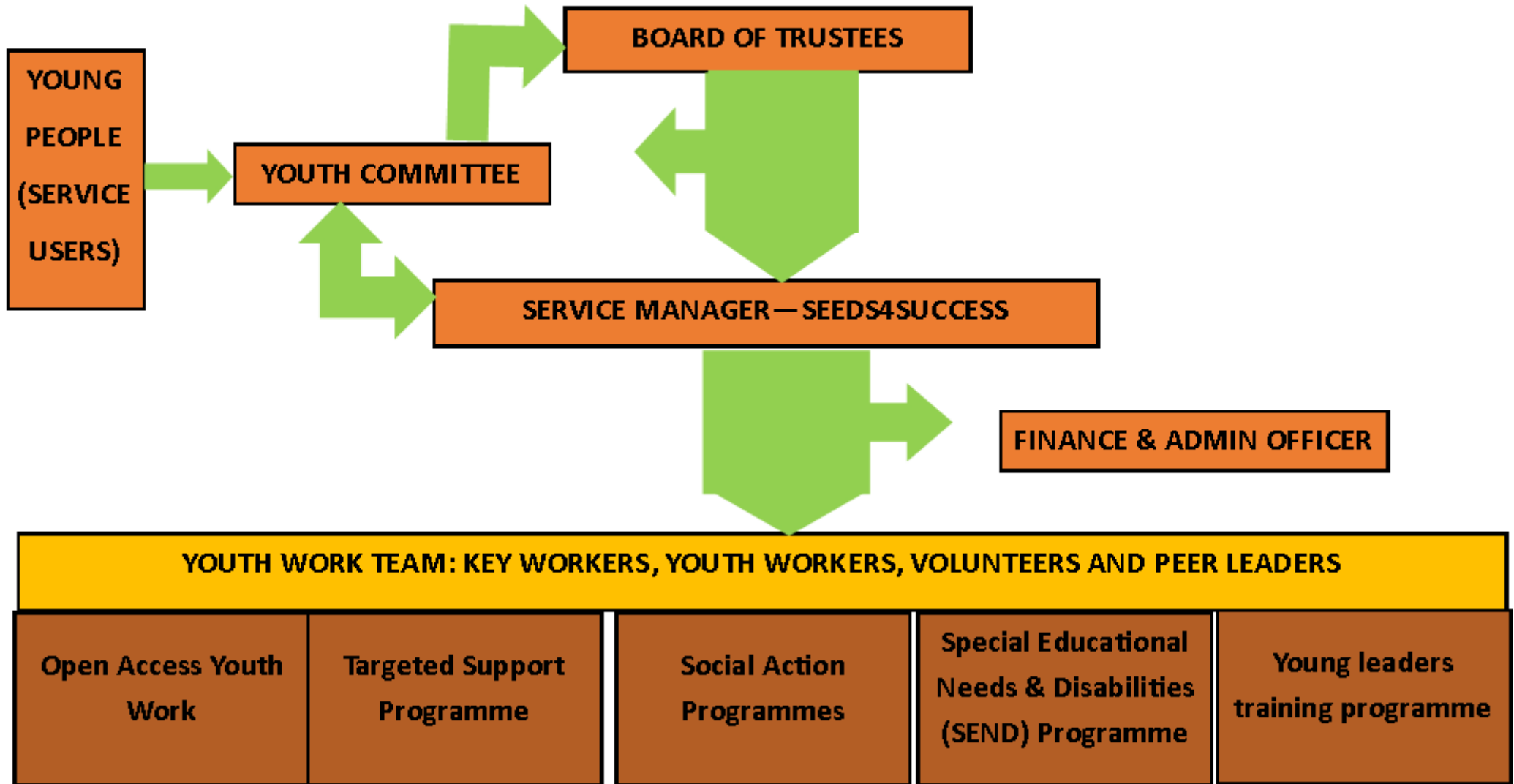
Other members of the community have played significant roles in the support of the charity through promoting the 'Friends of Seeds4Success' fundraising campaign and the creation of a short video to accompany this venture. Advisors to the Board of Trustees have taken a lead in the development of key pieces of work for the charity too, and the time and commitment they have invested in Seeds4Success has led to improvements in the charity's strategic development.

The contribution volunteers make to Seeds4Success is significant, valued and appreciated by all. It is crucial to the future of the charity and it enhances the organisation and the services we provide.



- **680 hours of volunteer time supporting the direct delivery youth work activities**
- **8 volunteers enhancing the work of Seeds4Success through youth work delivery, strategic support and fundraising**

ORGANISATIONAL STRUCTURE



ACCOUNTS

Statement of Financial Activities for the year ended 31 March 2018

Balance Brought Forward at 1/4/17	£ 63,577		
Restricted	£44,580		
Unrestricted	£18,997		
Income:	Unrestricted Funds	Restricted Funds	2017/18
Grants		£85,975	£85,975
Donations	£5,571	£6,370	£11,941
Fundraising	£1,099	£788	£1,887
Asset Investment			
Total Income	£6,670	£93,133	£99,803
Expenditure:			2017/18
Salaries (Youth Work delivery)		£52,752	£52,752
Salaries (Management & Admin)		£4,043	£4,043
Programme		£27,258	£27,258
Transport		£10,764	£10,764
Building		£1,956	£1,956
Management, Admin & Running Costs		£6,768	£6,768
Total Expenditure		£103,540	£103,540
Balance Carried Forward from 2017/18	£25,667	£34,173	£59,840

This summary uses information taken from the Annual Accounts for Seeds4Success for the financial year ended 31 March 2018. This information may not contain sufficient detail to enable a full understanding of the financial affairs of Seeds4Success however a copy of the receipts and payments accounts for Seeds4Success for the financial year 1st April 2017 – 31st March 2018 is available on request from the Chair of Trustees. This annual report and accounts will be submitted to the Charity Commission and the Registrar of Companies after our AGM on 7th November 2018.

Seeds4Success aspires to hold between 4 – 6 months of running costs in 'unrestricted reserves'.

ACKNOWLEDGEMENTS

The achievements of Seeds4Success in the past year would not have been possible without the support of several local partners, funders and members of the local community.

Our thanks go to the following organisations and groups who have funded our core costs and our youth work delivery:

Alice Coombes Trust	Co-op Community Fund
Ebbesbourne Wake Parish Council	Ernest and Marjorie Fudge Trust
Hindon Parish Council	Mere & District Link Scheme
Mere Allotment Charity	Mere Forest Charity
Mere Town Council	Morrisons Warminster customers
Nadder Community Charity	NCS Trust - through Youth Action Wiltshire
Sedgehill & Semley Parish Council	St Michaels Church, Mere
Tisbury Parish Council	The Big Lottery Fund
The Blagrove Trust	The European Social Fund
Underhill Wood Nature Reserve	Upper Stour Parochial Church Council
Wilton Middle School Education Trust	Wiltshire Community Foundation
Wiltshire Council	S4S summer NCS team

A huge thank you must also go to the numerous individuals who have made personal donations through fundraising campaigns or community events – these contributions have been significant in enabling the charity to continue with its work.

There are some key partners in our work, who provide in kind support to the charity and their contribution is greatly appreciated and valued:

Richmonde Laine Wealth Management	Wilton Town Council
Wiltshire Council Rights of Way Team	Youth Action Wiltshire
Zeals Youth Trust	

The final thank you goes to our amazing team of young leaders who have supported the delivery of junior youth club sessions as well as assisting in fundraising for the charity:

Dan	Emily	Georgia	Jack
Jamie	Joey	Kieran C	Kieran H
Maizie	Nahtanha	Rob	Sarah
Simone	Sophie	Stacey	